



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

June 24, 2010

To: All Department Heads

From: William T Fujioka
Chief Executive Officer

A handwritten signature in dark ink, appearing to read "W. Fujioka", is written over the printed name and title of the sender.

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

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Fourth District

MICHAEL D. ANTONOVICH
Fifth District

COUNTYWIDE HUMAN RESOURCES STUDY AND CHIEF EXECUTIVE OFFICE - DEPARTMENT OF HUMAN RESOURCES ORGANIZATIONAL ALIGNMENT

This is to provide you with an update on the status of the Countywide Human Resources Study (HR Study) and to notify you of some related organizational changes in our office. During the development of the 2009 County Strategic Plan, our Board offices and County departments identified the need for better customer service by the Department of Human Resources (DHR) and the Chief Executive Office (CEO) Compensation/Classification Division. The CEO engaged two specialized human resources consultants to complete a comprehensive study of DHR's recruitment and examination functions and CEO's classification and compensation functions and to identify best practices that the County should implement. This consultant study has been completed, and both DHR and CEO Compensation/Classification subsequently prepared long-term strategic plans to implement findings from the report, with the goal of building and retaining a highly skilled, productive workforce and with an emphasis on efficiency and customer service. Board offices have been briefed and we are scheduled for the June 29, 2010 agenda to formally present the HR Study to the Board and request approval to move forward with the implementation of the strategic plans.

We want to thank all of you for your participation in providing information and insight to our consultants throughout the study. We also note that our ability to make this significant and foundational transformation will require working closely and collaboratively with each of you. Many of you attended our first HR Transformation Summit on June 16, 2010. We hope you found the presentations and discussions about the HR Study and the new initiatives to improve human resources functions both informative and motivational.

"To Enrich Lives Through Effective And Caring Service"

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CEO Organizational Changes

As one of the initial steps in this major initiative to transform the County's Human Resources (HR) core functions, effective immediately we are restructuring the CEO's Compensation Policy Division. In effect, the current division is being divided into two separate entities.

Steve Masterson, Manager, will oversee a division tentatively called "Classification and Compensation Administration," which will involve all classification work; recommending salaries and pay plans for classes and occupational groupings; and working collaboratively with CEO Budget in the review and approval of organizational structures. Steve will report directly to Ellen Sandt, Deputy Chief Executive Officer, to facilitate the integration of this work with DHR's work on the major HR initiatives.

Other Compensation Policy employees will join a division tentatively called "Benefits and Compensation Policy and Employee Relations," which will report to Jim Adams, Senior Manager, Employee Relations. Under the direction of the CEO and a new executive-level "Compensation/Benefits Policy Committee," Jim's division will work collaboratively with DHR and Steve's division to develop and recommend all benefit and compensation policies and employee relations strategies for the County. This new executive-level "Compensation/ Benefits Policy Committee" is being formed to facilitate communication and coordination between these two divisions, DHR, and, as appropriate, other stakeholders.

Please join me in supporting our co-workers during these transitional and transformational times and looking forward to positive change as we realize these major goals and initiatives.

If you have any questions, please contact Ellen Sandt at (213) 974-1186 or esandt@ceo.lacounty.gov.

WTF:BC:EFS
SM:ra

c: Chief Deputies
Administrative Deputies
Departmental Human Resources Managers